



CITY OF NEWPORT BEACH BENEFITS SUMMARY

Newport Beach Fire Management Association January 1, 2012 through June 30, 2014

This is a general outline of employee compensation and fringe benefits. For a complete explanation of benefits, benefit eligibility and restrictions, please refer to the current Memorandum of Understanding (MOU) and the Employee Policy Manual. Any information contained herein that may conflict with the provisions of the MOU, the MOU shall prevail.

COMPENSATION

Salary Adjustments: Effective August 25, 2012, salary ranges for Fire Line BC covered by NBFMA will be adjusted .5%. Effective the first payroll period on or after January 1, 2013 and effective the first payroll period on or after January 1, 2014 there shall be a base salary increase of not less than 1.0%, nor more than 2% based on the Consumer Price Index (CPI) for the 12 month period ending November 30 (All Urban Consumers; LA-Riverside-Orange County).

The salary for Fire Battalion Chief shall maintain at least a 9% salary differential between the top step of Fire Captain and the bottom step of the Fire Battalion Chief. Adjustments to the salary of Battalion Chief shall be reflected in corresponding adjustments to other positions represented by NBFMA necessary to maintain the salary differentials listed below.

<u>Classification</u>	<u>Percent of Battalion Chief Top Step</u>
Fire Line Battalion Chief	N/A
Fire Staff Battalion Chief (Training)	107.5%
Fire Division Chief (Staff and Line)	112.5%

Overtime: All approved overtime is paid at straight time. NBFMA employees participating in Strike Team activities shall be paid overtime at 1½ times salary when the City is authorized reimbursement by the State or Federal government.

Uniform Allowance: Provided by the City and reported to PERS at \$1,719 per year.

Scholastic Pay: Employees may be eligible for additional compensation based on years of service and scholastic achievement. Refer to the current MOU for the list of scholastic achievement pay.

Bilingual Pay: \$150 per month for Spanish; additional languages may be certified for compensation by the Fire Chief. Testing is required.

LEAVES

Holiday Pay: Line employees accrue 5.54 hours per pay period; Staff employees accrue 3.96 hours per pay period. Holiday hours are paid on a bi-weekly basis.

Bereavement Leave: Staff employees shall be entitled to five (5) working days of Bereavement Leave per event while line employees shall be entitled to ninety (90) hours of Bereavement Leave per event.

Jury Duty: Line positions are excused for each 24 hour shift in which the member is required to attend a legal proceeding as a juror.

Flex Leave/Longevity Pay: NBFMA personnel shall accrue flex leave at the following rates:

Years of Cont. Svc.	Line Employees Hours/Pay Period	Staff Employees Hours/Pay Period	Longevity Pay Increase
Less than 5	9.77	6.97	0.00%
5 but less than 9	10.69	7.63	0.00%
9 but less than 12	11.62	8.33	0.00%
12 but less than 16	12.54	8.95	0.00%
16 but less than 20	12.54	8.95	1.5%
20 but less than 25	12.54	8.95	2.5%
25 and over	12.54	8.95	3.5%

FRINGE BENEFITS

Cafeteria Plan: Effective January 1, 2012 the City contributes \$1,149 per month, plus the mandatory CalPERS medical contribution, for medical, dental and vision benefits. Effective the first payroll period on or after January 1, 2013 the cafeteria amount will increase to \$1,174 per month and effective the first payroll period on or after January 1, 2014, the cafeteria amount will increase to \$1,274 per month. *Those members participating in the opt-out program shall be permitted to cash out no more than \$1,149 monthly.*

Flexible Spending Account: Employees have the option of contributing to a pre-tax flexible spending account to pay for healthcare and dependent care expenses.

Disability Insurance: Employees contribute 1% of salary for disability benefits. Disability coverage requires a 30 calendar day waiting period and the weekly benefit is 66.67% of gross salary up to maximum of \$10,000 per month.

Life Insurance: City paid policy up to \$50,000 in coverage based on annual salary.

Employee Assistance Program (EAP): The EAP provides confidential counseling, education and referral on work and life issues at no cost to the employee; subject to provider guidelines.

Retirement Benefits:

TIER 1 (for employees hired on or before November 23, 2012 and in the 3%@50 formula): Final calculation will be the single highest year and to the extent the City pays a portion of the normal individual member PERS contribution, the contribution will be reported to PERS as special compensation. Effective August 25, 2012, unit members under the 3%@50 formula shall pay a 3.5% member contribution. Effective the first payroll period on or after January 1, 2013, unit members shall pay an additional 3.5% member contribution and effective the first payroll period on or after July 1, 2013, unit members shall pay an additional 2% member contribution (totaling 9%).

The PERS contract for NBFMA members also provides the following benefits: Military Service Credit as Public Service, \$500 Lump Sum Death Benefit, 2% COLA, 4th Level 1959 Survivor Benefit, and Pre-Retirement Option 2 Death Benefit (Section 21548). Please contact Human Resources or refer to the CalPERS website, www.calpers.ca.gov, for an explanation of these options.

TIER 2 (for employees hired under the 2%@50 formula): Final calculation will be the average three consecutive highest years salary. Members hired under the second tier shall pay a 9% member contribution and are subject to additional contributions under the terms of the current MOU.

TIER 3 (for employees hired under PEPR retirement plan 2.7%@57 formula): Provisions of pension reform include members paying 11.25% member contribution and are subject to additional contributions under the terms of the current MOU, caps on pensionable income, and an average three year final calculation.

Defined Contribution: Employees hired under the 2%@50 retirement formula will be eligible to participate in a Defined Contribution plan. The City will match employee contributions up to 1.5% of base salary and vesting is required for the City match. Refer to the current MOU for plan specifics.

RETIREE MEDICAL BENEFIT

Retiree Health Benefits Program: The City participates in a retiree medical program for employees through a Retiree Health Savings plan (RHS), with contributions paid by both the City and the employee. Employees hired prior to January 1, 2006 whose age and years of services total 50 or more, select from either the fully-converted plan or hybrid plan. Employees employed after January 1, 2006 participate in the fully-converted plan only.

<u>FULLY-CONVERTED PLAN</u>	<u>HYBRID PLAN</u>
I. Payments by Employee to City to support program prior to retirement: None	I. Payment by Employee to City to support program prior to retirement: \$100 per month until retirement
II. Contributions to Employee RHS Account During Employment: A. 1% Salary Contribution (Employee contribution). B. \$2.50 per month for each year of service plus age (City contribution; must be vested with 5 yrs City service). C. \$100 per month for every month paid into "old" system prior to January 1, 2006 (15 year maximum); (City contribution at time of retirement—must retire from City to receive). D. Cash from conversion of leave at retirement (Employee contribution 100% of Flex and 0% of Sick).	II. Contributions to Employee RHS Account During Employment A. 1% Salary Contribution (Employee contribution) B. No City Contribution C. \$75 per month for every month paid into "old" system prior to January 1, 2006 (15 year maximum); (City contribution at time of retirement—must retire from City to receive). D. Cash from conversion of leave at retirement (Employee contribution is 100% of Flex and 0% of Sick).
III. City Contributions to Employee RHS Account After Retirement: None.	III. City Contributions to Employee RHS Account After Retirement: \$400 per month.

Tuition Reimbursement: Reimbursement up to \$1,500 per fiscal year for job related, off-duty courses that are in furtherance of a degree or certificate. Reimbursement is contingent upon the successful completion of the course.